

# BUILDING SUSTAINABILITY

SUSTAINABILITY REPORT 2021



**PERI**

# ABOUT PERI

Entrepreneurial thinking, reliability, and passion for our customers have made us one of the world's leading manufacturers and suppliers of formwork and scaffolding systems. For over 50 years, we have been at home on construction sites all around the world, helping to create residential and office buildings, high-rise buildings, bridges, tunnels, and roads. Our diverse products and engineering services, individually tailored to each customer, make construction work more efficient, faster, and safer. "Best service for the customer" is the claim that drives us to develop successful solutions every day.

## FORMWORK



Our project-specific formwork concepts individually address the different framework conditions for wall, slab, and column formwork. In our modern lead plant for the production of formwork systems in Weissenhorn, we set the production and quality standards that are decisive for all PERI plants. We owe this to our efficient plant technology, state-of-the-art welding processes, fully automatic welding robots as well as the orientation of the entire production process according to value streams.

## SCAFFOLDING



Scaffolding technology has to fulfill a wide range of different requirements. We offer the right system for every requirement. With the innovative concept of the PERI scaffolding construction kit, fewer than 500 system components are combined in various ways to generate a multitude of different solutions.

## ENGINEERING



For tunnel and bridge construction, we offer you individual solutions that usually consist of a combination of shoring and individually adapted formwork. Practical, sophisticated modular construction systems are designed to facilitate cost-effective solutions for the majority of all requirements in civil engineering. Thereby, the focus is on rentable core and system components that cover a very wide range of applications used in tunnel, bridge, and general civil engineering projects.



**1.6 billion**

euros in turnover



**9,100**

employees



Represented in

**> 65**

countries



**> 240**

offices, rental warehouses,  
and sales offices

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# SUSTAINABILITY AT PERI



**As a family business,  
we shoulder responsibility.**

Since PERI was founded over 50 years ago, we have embraced the concept of sustainable entrepreneurship and made it the basis of our corporate activities.

We are convinced that sustainability, as we implement it at PERI, contributes to the further development and growth of the family-owned company PERI and adds value for our customers. It will make a measurable contribution to securing the future viability of the PERI family business.

Las Truchas Highway Bridge  
(Mexico)



**1**

new school built every year

**> 26,000**

training days

Climate-neutral since

**2021**

**-10%**

CO<sub>2</sub> emissions by 2025

**20%**

of our managers will be female by 2030

**80%**

supplier ESG rating by 2023



# FOREWORD FROM GROUP MANAGEMENT



From left to right:  
Jürgen Voss, CFO  
Leonhard Braig, Production & Supply Chain  
Christian Schwörer, CEO  
Carl Heathcote, Sales & Engineering  
Thomas Imbacher, Innovation & Marketing

**DEAR READERS,**

This is the PERI Group's first sustainability report. On the following pages, we will present to you how we approach the topic of sustainability at PERI and which initiatives and areas of activity we have planned for the coming years.

Above all, we will report openly and transparently on where we stand today, in which areas we can and must improve and which concrete sustainability goals PERI has set itself for the medium and long term.

When reading this sustainability report we hope many of our long-standing business partners and customers will gain some new insights to PERI. Did you know, for example, that we have been a climate-neutral company since 2021? Or that, we will have evaluated 80 percent of our suppliers for raw materials and trade goods according to Environmental, Social and Governance (ESG) criteria by 2023? Or that, each year we designate 20,000 sqm of company land at PERI sites to be in harmony with nature in order to promote valuable biodiversity? Or that, every year, we build a school in a developing country and have even developed our own concrete block for its construction?

This is only a small selection of the sustainability topics that we are currently working on at PERI and about which you can learn more on the following pages. With everything that we have planned for the coming years, we will proceed in a way that befits PERI as a family-owned company. We work on clearly defined topics with clear goals that are firmly anchored in our medium- and long-term corporate strategy and consider all of our stakeholders.

For over 50 years since PERI was founded, we have embraced the concept of sustainable entrepreneurship and made it the basis of our corporate activities and our success. We would be pleased for you to continue to accompany PERI on this path.

In this spirit, we hope you find PERI's first sustainability report an interesting and inspiring read.

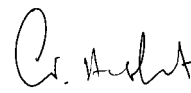
With best regards,



Christian Schwörer



Leonhard Braig



Carl Heathcote



Thomas Imbacher



Jürgen Voss



# STRATEGY AND MANAGEMENT

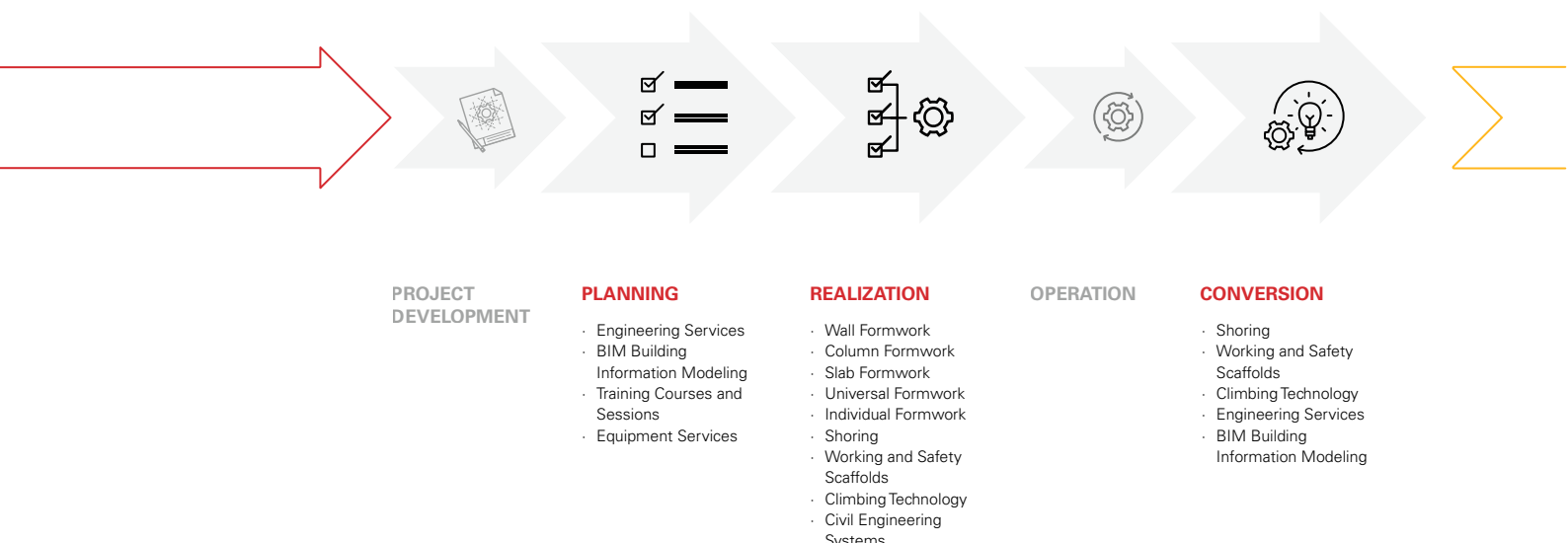
Thinking sustainably and acting responsibly is part of PERI's entrepreneurial understanding. In addition to economic interests, we systematically consider environmental, social, and societal aspects in our operational decisions and processes. Economic success, integrity, and social responsibility are equally important goals for PERI – regardless of whether we are operating in Germany, Europe, or other parts of the world.

As one of the world's largest manufacturers of formwork and scaffolding systems, we offer construction and scaffolding contractors of all sizes overall solution competence for all formwork and scaffolding technology requirements in construction, maintenance, and refurbishment. Innovative formwork and scaffolding

systems with customized logistics, service, and engineering services ensure our customers cost-effectiveness, efficiency, and safety.

Infrastructure projects such as tunnels and bridges as well as residential and office buildings last for many years to come and shape our living spaces in the city and the countryside. PERI works together with numerous partners on construction sites around the world in order to jointly set ever higher standards in terms of sustainability and resource conservation. This concerns a wide range of topics along the value chain: starting with the planning and development phase, through transport and disposal topics and occupational safety on construction sites, to building refurbishment and recycling the used materials.

## The Life Cycle of Building Projects







External warehouse at the Weissenhorn site

PERI's products and services play an essential role in the construction phase of building projects. Efficiency and resource conservation can be taken into account as early as the planning stages of projects. Short transport routes for the scaffolding and formwork systems used, products that are produced in the most environmentally friendly way possible, reusable materials and, last but not least, the safety of workers on construction sites are essential topics in which PERI demonstrates its sense of responsibility as a decisive player. In doing so, we develop and use innovative digital methods with which construction processes can be planned and managed – from the initial idea to the actual operation of buildings and the refurbishment or deconstruction at the end of the life cycle.

### **SUSTAINABILITY STRATEGY**

Responsible action and a clear strategic orientation form the compass for the further sustainable development of the PERI Group. PERI's vision is clearly defined: We strive to be the leading partner for all formwork and scaffolding applications – worldwide. It is our task to be a service provider for our customers and to make construction more efficient, faster, and safer. In order to strengthen our long-term economic success and fulfill our social responsibility, we integrate ecological and social issues into our core business.

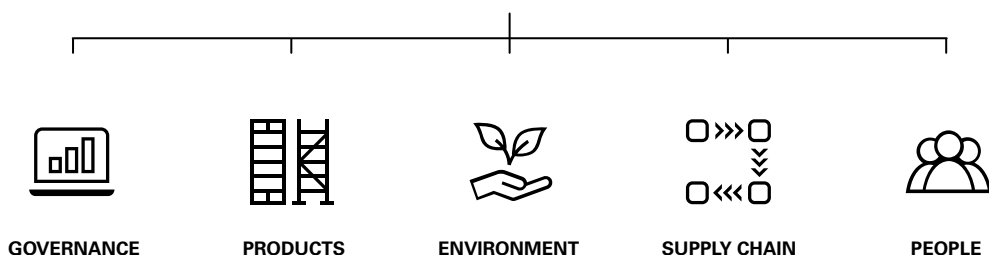
We are a family-owned company with a grown sense of values: It is the reliability of the PERI team through which we are able to justify the trust of our customers. It is the openness of our employees through which we learn from each other and grow internationally. And it is the passion that makes us fight for the best solution until the end. We base our actions on these values. Every single employee contributes to our corporate success by bringing these values to life every day, setting an example, and passing them on to new colleagues.

Our sustainability claim was concretely specified in terms of content and systematically structured in 2021. Together with the owner family and those responsible for sustainability, PERI Group Management identified five fields of action in order to strategically advance the topic of sustainability at PERI.

As part of a multistage process, we first created a comprehensive catalog of topics based on peer group analyses, industry-relevant aspects, legal requirements, and common frameworks for sustainability reporting in order to determine our key topics. After further consolidation into overarching topics, the topics were assessed in workshops by those responsible with regard to business relevance, impact, and level of ambition.

**Sustainability Fields of Action**









**PERI SUSTAINABILITY**




















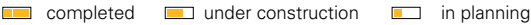
Good corporate management, responsibility for products, the environment, people, and the supply chain are the focus of our commitment to sustainability. We take a strategic, holistic, and integrated approach: In everything we do, we work transparently and factually. We set

clear targets against which we measure ourselves and report regularly on our sustainability performance. We integrate sustainability into our core processes and systematically implement clearly defined measures to achieve our goals.

**Sustainability Goals**

Topic	Goal	KPI	Time Frame	Status
 <b>GOVERNANCE</b> We record our sustainability performance systematically and report transparently at regular intervals.				
Controlling	Since 2021, we have been establishing and continuously developing a global controlling system for sustainability.		Continuous as of 2021	
Management	By the end of 2022, we will establish an overarching body (Sustainability Council) to manage our sustainability strategy across the Group.		2022	
ESG Rating	By 2023, we aim to achieve a sustainability rating from EcoVadis for our sustainability performance.	Rating standard	2023	
 <b>PRODUCTS</b> We promote solutions for the circular economy and sustainable construction through new products, technologies, and life cycle analyses.				
Circular Economy	By 2025, we will promote circular economy approaches in the construction industry.		By 2025	
Sustainable Construction	By 2025, we will develop a portfolio of sustainable building solutions.		By 2025	
Life Cycle Assessment	By 2025, we will produce life cycle assessments for our most important products and applications.	Proportion of products that were covered by an LCA	By 2025	



Topic	Goal	KPI	Time Frame	Status
 <b>ENVIRONMENT</b> We strive for climate neutrality and promote biodiversity on our company grounds.				
Climate Neutrality	We have been a climate-neutral company since 2021 and purchase 100% green electricity.	Tons CO <sub>2</sub> emissions	Ongoing since 2021	
		100% renewable energy-powered electricity	Ongoing since 2021	
CO <sub>2</sub> Emissions	By 2025, we will reduce our specific CO <sub>2</sub> emissions by 10% (base year 2019).	-10% tons of CO <sub>2</sub> per million euros of turnover	2025	
Biodiversity	Since 2021, we have been landscaping 20,000 m <sup>2</sup> of our company grounds per year to be close to nature.	Square meters of near-natural designed landscape at PERI sites	Continuous as of 2021	
 <b>SUPPLY CHAIN</b> We are committed to high social and environmental standards in our supply chain and promote environmentally friendly logistics.				
Green Logistics	By 2025, we will improve the transparency of Scope 3 emissions in our supply chain.	Level of Scope 3 emissions from the area of logistics	By 2025	
Sustainable Supply Chains	By 2023, we will systematically integrate sustainability into our global supplier management.	80% of our global suppliers for raw materials and merchandise are rated according to ESG criteria	By 2023	
 <b>PEOPLE</b> We want to be an attractive and long-term employer that promotes diversity and is committed to society.				
Diversity	We support our female employees by increasing the proportion of women in our workforce and management positions at PERI.	Proportion of female employees at PERI: 30%	2030	
		Proportion of female managers: 20%	2030	
	We are increasing the proportion of female employees who take part in our PERI Talent Program.	Female participants in the talent program > 25%	From 2022	
	From 2022, we will have an annual "Global Diversity Day."		From 2022	
Training and Qualification	By 2025, we will launch an international employee exchange program.		By 2025	
	We support our employees in lifelong learning.	> 2 further training days per employees per year	Ongoing	
Corporate Volunteering	From 2023, PERI employees worldwide will participate in one Corporate Volunteering Day per year.	Number of employees who participated in the Corporate Volunteering Day	From 2023	
Social Commitment	Starting in 2022, we will build one school in developing countries each year.	1 school per year	From 2022	
				





New construction of vitamin A plant, BASF (Germany)

For further information on **energy and emissions**, see page 20

For further information on **raw materials and biodiversity**, see page 23

### SUSTAINABLE DEVELOPMENT GOALS

As a multinational company, we are committed to the United Nations Sustainable Development Goals (SDGs), which came into force at the beginning of 2016. The SDGs include 17 concrete targets for politics, civil society, and business to make the world fairer and more equitable by 2030.

Our actions have an impact on the environment and society along our value chain in a wide range of ways. From our suppliers to the production, transport, and use of products, we can contribute to achieving the SDGs – especially SDGs 4, 5, 7, 9, 12, and 13.

For example, we promote SDG 4 “Quality education” through the continuous qualification and further training of our employees within the framework of the PERI Academy and our various talent programs. We are also committed to the construction of schools in developing countries and aim to build one educational institution in these locations each year. We have also placed our focus on SDG 5 “Gender equality.” We aim to increase the proportion of women in the workforce and in management positions over the next few years through a program to promote the proportion of women.

As part of our production and transport processes, we consume fossil fuels and generate CO<sub>2</sub> emissions. We are responding to these adverse effects on SDG 7 “Affordable and clean energy” and SDG 13 “Climate action” by gradually switching to renewable energy sources and continuously reducing our carbon footprint. PERI has been climate-neutral since 2021 and uses 100 percent green electricity.

With our forward-looking products and technologies, we are already supporting SDG 9 “Industry, innovation, and infrastructure” today. Through this, PERI always observes the highest standards for new construction at its sites worldwide. In addition, we want to develop a portfolio of solutions for sustainable construction by 2025. With our long-established rental model, we also make an important contribution to SDG 12 “Responsible consumption and production.” In addition, PERI itself uses sustainable alternatives to raw materials as well as recycled raw materials. Our goal is to promote circular economy approaches in the construction industry by 2023. Likewise, we are fostering biodiversity at our sites.

## SUSTAINABLE DEVELOPMENT GOALS



### QUALITY EDUCATION

Education is given high priority at PERI. We therefore offer our employees extensive opportunities for training and further education. We have already received several awards for our commitment. Outside the company, we support the construction of schools in developing countries.

#### Subgoals

- 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education [...]
- 4.3.1 Participation rate of youth and adults in formal and non-formal education and training [...]
- 4.a Build and upgrade education facilities that are child, disability, and gender sensitive and provide safe, non-violent, inclusive, and effective learning environments for all



### GENDER EQUALITY

Equal opportunities for men and women are of great importance to us. Therefore, we encourage women at PERI through our Diversity & Inclusion Program. The program is aimed at increasing the proportion of women and to raise awareness of the topic of gender equality among all PERI employees.

#### Subgoals

- 5.1 End all forms of discrimination against women and girls everywhere
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life



### AFFORDABLE AND CLEAN ENERGY

PERI continuously increases the energy efficiency of its operational processes. This includes, among other things, the continuous expansion of photovoltaic plants at our sites, in order to further reduce the need for non-regenerative energy sources.

#### Subgoals

- 7.1.2 Proportion of population with primary reliance on clean fuels and technology
- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
- 7.3 By 2030, double the global rate of improvement in energy efficiency



### INDUSTRY, INNOVATION, AND INFRASTRUCTURE

PERI offers its innovative products, services, and solutions for the construction and expansion of infrastructure around the world. We are constantly modernizing our production facilities and pay attention to the highest sustainability standards for new buildings. Along our value chain, we rely on various recycling models.

#### Subgoals

- 9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure [...]
- 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes
- 9.a Facilitate sustainable and resilient infrastructure development in developing countries through enhanced financial, technological, and technical support [...]



### RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible and careful use of resources is important to PERI. With our rental model, we are pioneering a circular economy in our industry. In addition, we rely on sustainable alternatives of raw materials as well as the use of recycled raw materials in production. Disposing of our waste in an environmentally friendly manner is a natural part of our operations. We promote biodiversity at our sites through ecological compensation areas and renaturation measures.

#### Subgoals

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse



### CLIMATE ACTION

PERI causes CO<sub>2</sub>e emissions in its operational processes and along the value chain. In order to reduce our emissions, we are continuously growing the renewable energy generation at our own sites. Compensating for unavoidable CO<sub>2</sub>e emissions is a matter of course for us.

#### Subgoals

- 13.2 Integrate climate change measures into national policies, strategies, and planning
- 13.2.2 Total greenhouse gas emissions per year



## SUSTAINABILITY MANAGEMENT

PERI is committed to responsible corporate governance based on fundamental ethical values. The Board of Directors of PERI SE bears the overall responsibility and ensures that sustainability is anchored in our strategy, management, and operations. The operational management of the cross-sectional topic of sustainability is the responsibility of the central function "Group HSEQ & Sustainability". This is divided into the areas of "Health, Safety, Environment, Quality, and Sustainability." The task of the sustainability team is to manage the strategic alignment and coordination of the specialist departments involved in achieving the objectives. The Group HSEQ & Sustainability team reports directly to the Board member responsible for "Production and Supply Chain." Regular coordination meetings ensure a constant exchange and underline the high importance of the topic for the management of the PERI Group.

Responsible persons from a variety of departments have been appointed for all of the PERI Group's sustainability goals. In coordination with and with the support of Group HSEQ & Sustainability, they implement the individual measures and monitor the achievement of the goals. In addition, we are establishing an overarching body (Sustainability Council) at PERI in 2022.

## GOVERNANCE AND COMPLIANCE

Governance and compliance are an essential part of PERI's corporate culture and are firmly anchored in our daily activities. We are convinced that a company cannot be sustainably successful without binding guidelines, rule-compliant behavior, and integrity. PERI expects compliance with applicable laws as well as internal regulations, respect for fundamental ethical values and sustainable actions from its own employees as well as contracted business partners. The basis for this is the PERI Code of Conduct and our Group guidelines. Behavior that is in breach of the rules is not only incompatible with our values, but it can also lead to major financial damage and jeopardize our reputation.

We achieve compliance through an open and trusting working environment and through an efficient compliance management system

tailored to our needs, including compliance officers in our subsidiaries and a whistleblower system that can also be used anonymously. External parties and all employees have access to our compliance hotline and compliance help desk. Using the hotline, they can report violations or their justified suspicion of a violation of the PERI Code of Conduct, legal regulations, or internal rules in an uncomplicated and confidential manner. The help desk serves as a competent point of contact for all questions regarding compliance. Topics include, for example, corruption prevention, competition law, human rights, labor and social standards, conflicts of interest, fraud, breach of trust, embezzlement, as well as trade control and data protection.

## Organization

To ensure compliance with all laws and internal guidelines, we have established a functional compliance organization. The Chief Compliance Officer (Head of Group Legal and Compliance) is also Chairman of the Compliance Committee. They report directly to the CEO, CFO (disciplinary authority), and the Administrative Board on the progress of compliance activities and important compliance matters at PERI.

The Compliance Committee determines important topics for strengthening compliance in the Group and is responsible for promoting and monitoring compliance activities at PERI.

The central, higher-level organization is supported by regional compliance organizations in the subsidiaries. There is close cooperation and coordination with key central interfaces such as employee representation, controlling, the Legal department, or risk management.

## Internal Guidelines

We implement compliance in day-to-day business through internal guidelines and procedures. They include, for example, requirements relating to antitrust and competition law, data protection, export controls, and dealings with business partners.

The basis for our responsible corporate governance is the PERI Code of Conduct. This summarizes the key values, principles, and standards





that serve as a guideline for all employees. Key topics are business relationships and fair competition, data protection, safety, social responsibility, and environmental protection. Every employee is familiarized with the Code of Conduct when they are hired. The zero-tolerance principle applies to violations.

We also expect our suppliers to commit to our values and rules and to ensure responsible conduct. The Supplier Code of Conduct is an integral part of our cooperation with suppliers.


Our training courses teach our workforce the importance of compliance, ethics, and integrity for a sustainably successful corporate culture. These mandatory training courses are conducted in the form of classroom events, workshops, web-based modules, and video units.

### STAKEHOLDER DIALOG

We attach great importance to partnership-based exchange and dialog with all of PERI's stakeholder groups. Our most important stakeholders include our employees, management and the founding family, our customers, suppliers as well as business partners, the local communities at our sites, universities and research institutes with whom we

cooperate, and society and its concerns. For us, trust and continuity are decisive success factors for sustainably successful relationship management. For us, this also includes active participation in working groups, for example, with the German Mechanical Engineering Industry Association (VDMA), or in expert groups such as BEFIVE, a central innovation and digitization platform for the sustainable construction and operation of buildings and infrastructures from UnternehmerTUM GmbH. Equally important is our participation in trade fairs or events around the world, where we seek dialog with our stakeholders.

This regular exchange enables us to incorporate the requirements of each individual stakeholder into our work. In this way, intensive dialog with customers enables us to adapt our products even better to their wishes and needs – also with regard to sustainability – and to identify industry trends at an early stage. We also target young talent and experienced employees, who are often the first to join us. Internally, open exchange within the workforce ensures a positive working atmosphere. Surveys of employees in various functions at our sites around the world help us to focus on the issues that are relevant to them.

 For further information on **supply chain**, see page 24



**P R O**  
**D U C T S**







A new, innovative way of building: 3D Construction Printing

PERI accompanies large and small construction projects around the world with more than 2,000 sales engineers in direct sales. With our know-how and experience, we contribute to the efficient, resource-saving, and safe construction of buildings on every continent. Our aim is to give customers a technical and economic edge through the use of our systems, products, and services. This includes offering comprehensive solutions from a single source that are optimally coordinated and fit into each other in the manner of a modular system. The products themselves are designed sustainably by PERI, whereby we pay attention to essential criteria such as durability, material efficiency, and recyclability. Decisive for us is, among other things, the use of environmentally friendly materials and components. In addition, the idea of a circular economy is very important to us and, for example, we support the sustainable use of our products in cooperation with our customers through rental models.

At PERI, we also look to the future and are interested in how people will shape their environment in the coming decades. For us, this includes questions about future building materials and technologies as well as the way of construction itself.


We attach great importance to the quality of our products and services. Therefore, we have established a quality management system at PERI and are certified according to ISO 9001 at a number of our locations. In addition to the corporate Headquarters and production in Weissenhorn (Germany), it includes our German subsidiary and all our production plants. Our national companies in Italy, Great Britain, Colombia, and Canada, among others, are also certified.

**RESEARCH AND DEVELOPMENT**

PERI is constantly researching innovative solutions and technologies with which construction can be made even more economical, resource-conserving, and safe. In addition, we work on the further development and improvement of our existing products. Our research and development is located at the PERI Group headquarters in Weissenhorn (Germany), supported by R & D hubs in Italy and India. In total, we employ more than 150 people in this area.

The aspect of sustainability has been part of research and development at PERI for a long time now. In the process, we consider the topic on several levels, which, in addition to the careful use of resources, also include safety and the efficient use of materials. It is therefore our goal to establish the circular economy comprehensively in our business areas. By 2025, we aim to have carried out life cycle analyses for our most important products, components, and usage situations. The aim is to assess their environmental impact over their entire life cycle. Some of the influencing factors here include the areas of production, transport, use, energy consumption, conservation, and potential recycling at the end of the product life.

One of the highlights of research and development at PERI is 3D construction printing. PERI is the world leader in this completely new type of construction, in which residential buildings are created in a 3D concrete printer. PERI 2021 was awarded the "German Innovation Award" in the "Building & Elements" category by the German Design Council for the first residential building to be printed from the 3D concrete printer in Germany – in Beckum. In the same category, we also won the award for our "TwistBlock Moulds" formwork system, which we developed together with the non-profit start-up "Start Somewhere". This innovative system, specially designed for building in slums, allows the manual production of the hollow concrete blocks in small manufactories. In addition, their design facilitates subsequent installation, as this is done as a plug-in system.

 For further information, see chapter **People** on page 28





Logistics employees

## ENVIRONMENTAL ASPECTS

### Service Portfolio

PERI offers its customers a comprehensive service portfolio. This includes engineering, preassembly, 3D design, and software solutions. Hand in hand with our customers, we develop technical solutions that optimize material consumption and the construction process, therefore contributing to greater sustainability. Digitalization is proving to be a key factor here, greatly improving not just the planning processes but also materials management. For example, the QuickSolve and PERIpath solutions we have developed allow the individual construction phases, including the required use of materials and labor, to be planned in advance in a targeted manner and adjusted as needed during the ongoing process. After the floor plan has been designed, for example, QuickSolve is used to calculate the cycle times. Subsequently, the formwork is automatically placed before the entire construction is checked in 3D. In this way, the entire process is designed efficiently, resulting in time and resources being saved.

The development of our entire digital services portfolio at PERI is organized in the Digital Products & Services department. The 25 employees there continuously work on advancing our integrated digital solutions and creating even more added value for our customers. In addition to more efficient and predictive planning as well as improved material management, this also entails productivity increases in the concreting process. For example, by using the SONO WZ

probe to determine the water-cement ratio, we achieve significant material savings compared to the traditional method. Indirectly, we also contribute to CO<sub>2</sub> reduction in this way, as the production of cement is currently responsible for eight percent of CO<sub>2</sub> emissions worldwide, and any reduction in consumption reduces this amount. The sensors used for pressure and compaction measurement from the PERI InSite Construction portfolio are an essential contribution to using lower-cement formulations for concrete or even being able to work safely and efficiently with recycled materials.

### Sustainable Construction and Circular Economy

We also give high priority to promoting the circular economy. This includes recyclable materials and rental models.

In production, PERI uses materials such as steel and aluminum for which we already achieve a recycling rate of almost 100 percent. We mainly use plywood and sawn timber from suppliers who bear the PEFC or FSC seal and therefore guarantee sustainable forestry. We also recycle wood waste directly in our combined heat and power plant. This also means that we use plastic scraps from our own production for our DUO formwork, for example. And even after the operational phase, our DUO formwork is almost completely recyclable.

### Circular Economy

PERI sees the increased use of rental models as an especially important aspect of the responsible use of resources. This enables both us and our customers to reduce our ecological footprint. In our rental park, we have extensive formwork and scaffolding material of consistently high quality so that we can cover our customers' needs, even for large required quantities or unusual orders. Our stocks are distributed over more than 160 warehouse locations globally. An organized exchange between the locations ensures that the required quantity of material is available at the right place on time.

An ecological advantage of using rental solutions can be seen on several levels. For example, more frequent and longer use of formwork and scaffolding solutions reduces the overall resource require-

For further information, see chapter **Environment** on page 18

For further information, see chapter **Supply Chain** on page 24



**~100%**

**Recycling rate  
DUO formwork**

**~100%**

**Recycling rate  
steel and aluminum**



Recycled granulate from DUO universal formwork frames

ments in production. We ensure the longevity of the material through proper care and maintenance. As we often have the right equipment available close to our customers thanks to our numerous warehouse locations, transport distances are also shortened. The result being a reduction in emissions from transport.

In addition to the rental models, PERI attaches significant importance to recycling on the way to a more sustainable future. The focus here lies on recycling of the lightweight formwork DUO. Here, customers return their old material to one of our offices and we ensure that almost completely new products are created from it. This is made possible by the reusable materials we use. The DUO recycling process is already established in Europe. The first recycled material for this came from our European rental parks. More material can be expected in the future, since the service life of our DUO panels is ten years and the system has only been on the market since 2016. In addition to Europe, DUO recycling is already in operation in India. There is currently also interest in setting up a similar system in other countries.

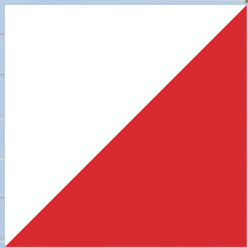
**SAFETY IN CONSTRUCTION**

The topic of safety in construction has increasingly come into focus internationally in recent years. This is down to the dangers and unpredictable situations on many construction sites in many world regions taking their toll. PERI products increase the safety for the application on the customer side. One guiding principle constantly accompanies us during development: We do not

compromise on any aspect of safety and occupational health. For example, integrated “mounted-ahead” guardrails ensure greater safety when working on the scaffold. And our claim also comes to fruition in the area of health protection. For example, the weight of the components, which has been reduced by around 20 percent, makes assembly and dismantling considerably easier for the scaffolders.

The decisive factor in PERI’s approach is the interaction between formwork and scaffolding. This makes the use of our systems easier for users and increases safety through the precisely fitting connection. During the assembly of the slab formwork, our SKY ties and fall arrest nets – or hammocks – provide protection. The SKY tie serves as an attachment point for personal protective equipment against falls from a height and is nevertheless easy to move thanks to its low weight. PERI’s SKYMAX also covers an important aspect in the topic of security. This slab formwork is a flexible and lightweight system that can be suspended from a safe position from the lower working area. In this way, it ensures greater safety through fatigue-free working with a lower level of effort required. These two aspects are also the focus of our RCS MAX Rail Climbing System. The climbing unit consisting of formwork and work platform can be moved from floor to floor along rails and always remains connected to the structure. An additional safety benefit is provided by the absence of open edges, which further reduces the risk of injury when working on the scaffold.



The PERI logo is displayed on the side of a modern, light-colored industrial building. It consists of the word "PERI" in a bold, red, sans-serif font, enclosed within a yellow rectangular border that is open at the top.

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As a manufacturing company with over 240 offices, rental warehouses, and sales offices on every continent, PERI is aware of its responsibility for environmental and climate protection. Therefore, we are constantly working on reducing the environmental impact of our business activities in order to keep our influence on the environment as low as possible. Our focus lies primarily on climate protection and resource conservation. In terms of climate protection, we focus on implementing energy-saving measures and reducing emissions at our sites and in logistics. For example, we have been a climate-neutral company since 2021 and purchase 100 percent green electricity. We aim to reduce our specific CO<sub>2</sub> emissions by ten percent by 2025. As part of our efforts to conserve resources, we are focusing on water consumption, waste management, and biodiversity. Therefore, we landscape 20,000 m<sup>2</sup> of our company grounds per year to be close to nature. In addition to the measures already implemented at our sites worldwide, we will continue to systematically pursue the goals we have set ourselves.

**MANAGEMENT APPROACH – ORGANIZING ENVIRONMENTAL AND CLIMATE PROTECTION**

Environmental protection measures at the individual PERI sites are coordinated and promoted as well as implemented together with local managers from our corporate headquarters in Weissenhorn. At the same time, environmental protection activities also take place in response to local initiatives such as the installation of photovoltaic systems on our sites. Property Management is responsible for the central planning of environmentally relevant measures at the individual sites and the awarding of contracts. One example of this is the construction of the new office building for the German sales subsidiary in Weissenhorn. All planned changes are coordinated with the respective site managers, with the involvement of the people locally responsible for environmental protection. Group HSEQ & Sustainability is also involved in all steps.

Our environmental management systems at the sites in Italy, the United Kingdom, Sweden, Poland, and the United Arab Emirates are certified to ISO 14001, underlining our high standards for internal environmental management and its continuous improvement. At our sales offices in Germany and our production sites in Weissenhorn and Guenzburg, energy management is centrally

managed and controlled in accordance with the ISO 50001 standard. At our corporate headquarters, environmental management continues to be coordinated by a dedicated organizational unit.

Our corporate responsibility is also expressed in our Group-wide standards and directives, which enable employees at the individual sites to navigate the topic of environmental protection and energy management. These include, among others, guidelines for emission protection, emergency management, and our PERI Building Specifications, which are our global standard for all construction projects within the PERI Group. Employees are made aware of the need to comply with the guidelines through regular training courses. Responsible persons at each site ensure compliance with the standards and directives.

**CLIMATE PROTECTION**

Climate change affects all of us and is therefore one of the greatest challenges of our time. With our climate protection strategy, we are pursuing the goal of reducing our emissions in the long term in order to avoid climate-related damage and minimize risks. To achieve this, we rely on various measures such as increasing energy efficiency in our production or using renewable energy sources. Sustainable logistics solutions also contribute to making the transport of our material environmentally friendly.

**2021**  
PERI becomes climate-neutral



Climate compensation project



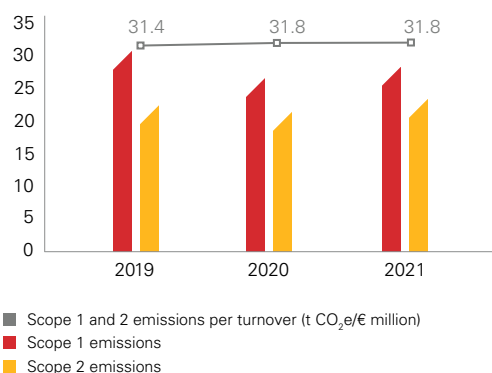
### Emissions (in t CO<sub>2</sub>e)

	2019	2020	2021
<b>Scope 1 emissions</b>	<b>30,537</b>	<b>26,397</b>	<b>28,099</b>
Self-generated heat	8,574	10,141	10,906
Fuels for the vehicle fleet	21,864	16,105	16,977
Welding gases	99	151	216
<b>Scope 2 emissions<sup>1)</sup></b>	<b>22,317</b>	<b>21,360</b>	<b>23,265</b>
Purchased heat	644	409	1,087
Purchased electricity	21,673	20,951	22,178
<b>Scope 3 emissions<sup>2)</sup></b>	<b>39,682</b>	<b>28,742</b>	<b>37,207</b>
<b>Total emissions</b>	<b>92,535</b>	<b>76,499</b>	<b>88,570</b>

1) location-based

2) includes: upstream emissions from heat, electricity and fuels, commuter emissions, business travel, emissions from working from home

### Emissions Scope 1 and 2 (in kt CO<sub>2</sub>e)



■ Scope 1 and 2 emissions per turnover (t CO<sub>2</sub>e/€ million)  
 ■ Scope 1 emissions  
 ■ Scope 2 emissions

### Climate Neutrality

PERI already operates as a climate-neutral company today. In order to achieve this status, we compensate for all remaining direct and a portion of the indirect greenhouse gas emissions that we have not yet been able to avoid through reduction measures at the sites. These include CO<sub>2</sub>e emissions generated at our sites through the combustion of fossil fuels, the use of diesel and gasoline-consuming vehicles in our own fleet, and the consumption of coolants (Scope 1), as well as heat-related Scope 2 emissions and emissions from business travel (Scope 3).

With retroactive effect for 2020, we have offset a total of 28,574 tons of CO<sub>2</sub>e via certificates. We invest exclusively in high-quality VCS (Verified Carbon Standard) certificates from ClimatePartner. This way, we can be sure that the emissions we cause are offset again through qualified projects. In 2021, we were able to support three different projects, which we will continue to support in 2022. In addition to a forest conservation project in Pacajá (Brazil) and a reforestation project in San José (Nicaragua), there is a wind energy park in Guyuan (China).

Greenhouse gases are also emitted in the production of electricity and heat (Scope 2), which we purchase from external suppliers. We use three different methods to avoid these emissions. First, we are steadily expanding our own production of electricity from renewable sources. Second, we are turning green the electricity that we cannot yet produce ourselves and therefore have to continue to purchase by buying green electricity certificates in accordance with the I-REC Standard. In this way, we also operate climate-neutrally in Scope 2 and saved 20,842 tons of CO<sub>2</sub> in the reporting year. Last but not least, we offset emissions from purchased heat by supporting climate protection projects, as described above.

Even though we have already achieved climate neutrality in terms of our balance, we nevertheless aim to continue actively reducing our emissions. We have set ourselves the target of reducing our specific CO<sub>2</sub> emissions by ten percent compared with 2019 by 2025.

### Energy Management

Energy consumption has the largest direct impact (Scope 1 and 2) on our greenhouse gas emissions. The largest share is attributable to heating our buildings (gas and oil), purchasing electricity for our production and sales facilities, and operating our vehicle fleet (cars and forklifts). Significant adjustments in these areas result from the purchase and in-house generation of energy, as is done, for example, in our combined heat and power plants and biomass cogeneration plant. The purchase of an adsorption refrigerating system also makes a significant contribution to reducing energy requirements compared with conventional refrigeration systems. To reduce



energy consumption through the use of our vehicles, we are also focusing on the electrification of our cars and forklifts.

#### Energy Consumption (in kWh)

	2019	2020	2021
Self-generated electricity <sup>1)</sup>	–	–	412,448
Purchased electricity	53,571,178	47,530,652	53,148,574
Self-generated heat	117,410,355	95,269,754	106,218,698
Purchased heat	3,556,878	2,864,162	5,673,337
Fuels for the vehicle fleet	81,815,197	60,259,580	62,307,856
Welding gases <sup>2)</sup>	220,043	239,576	107,102

1) The amount of self-generated electricity has only been recorded for the entire PERI Group since 2021.

2) Does not include all gases used; included are: acetylene, LPG, propane

PERI is currently conducting energy efficiency studies in the production plants and five subsidiaries together with an external partner. In order to realize further substitutions and savings in energy consumption, a comprehensive analysis of all significant sources of consumption is being prepared. Based on the data collected, we want to continue to develop proposals for substitution and energy improvements in the medium term and implement them.

For years, PERI has been pursuing the path of generating renewable energy ourselves. At our largest production site in Weissenhorn, we already operate a biomass cogeneration plant which generates more than 50 percent of the total energy requirement from renewable sources. In addition, we have our own photovoltaic plants at our sites in Guenzburg and Weissenhorn, and a further plant in Turkey is currently being implemented. These plants alone can achieve annual CO<sub>2</sub> savings of around 1,360 tons. Solar plants have also already been installed and commissioned in Perth, Sydney, and Melbourne between November 2021 and April 2022. Through them, PERI Australia generates about 240,000 kWh of regenerative electricity per year, which accounts for about 60 percent of the electricity required at the sites. Annual CO<sub>2</sub> emissions are therefore reduced by approximately 115 tons. At our sales subsidiary in Estonia, construction of a photovoltaic system is scheduled to begin in 2022. We have also initiated the in-house generation of electricity from renewable energy at other sites.

In our biomass power plant in Weissenhorn, we process the wood waste from the production of formwork beams into climate-friendly heat. Depending on the production volume, around 15,000 to 16,000 tons of wood waste can be utilized annually. As a backup power plant, our system is also integrated into the district heating network of the city of Weissenhorn, so that PERI can step in when the district's waste-to-energy plant cannot supply any or too little exhaust heat. We already switched to climate-friendly district heating at our Weissenhorn sales facility in 2019.

To achieve our climate target of reducing emissions by ten percent by 2025, we are implementing a wide range of energy efficiency measures at our production sites. These measures include procuring and repairing systems, renovating buildings, and innovative processes such as cooling by heat. Specifically, for example, we have completely switched the lighting at our Turkish production plant to LEDs with automatic control and equipped systems that consume particularly large amounts of energy with highly efficient electric motors. In addition, in 2022, we started to build a new system for surface coating steel frame parts of formwork elements using the ODC principle ("Organic Dip Coating") at the production plant in Weissenhorn. The plant will provide improved, complete corrosion prevention on the product surface and inside the frame. With

**-10%**  
reduction of  
emissions by 2025



Biomass power plant at the Weissenhorn site





significantly lower resource consumption and overall significantly reduced environmental impact compared to today's galvanizing/powder coating, we are taking a major step toward more environmentally friendly production at internationally competitive manufacturing costs.

The system technology, production plants, and lighting system in Guenzburg are also state-of-the-art. The construction of charging stations for electric cars is currently in planning here. Driverless, automated transport systems in production are already a given.

### Transport and Logistics

The area of transport and logistics is also environmentally relevant for PERI. In addition to its four production sites, PERI has more than 240 rental warehouses and sales offices worldwide. This comprehensive network and the resulting proximity to customers enables us to supply our customers directly over short distances. This is particularly advantageous in the context of the rental business, with which we are part of the "shared economy" or "circular economy" and therefore maintain a responsible approach to resources. When transporting our products to customers, we focus on "green logistics" and work on sustainable goods management. Our focus is on the holistic optimization of our logistics processes and transport solutions. For example, we rely on a mix of transport by rail and ship for our goods transport from Weissenhorn and Guenzburg.

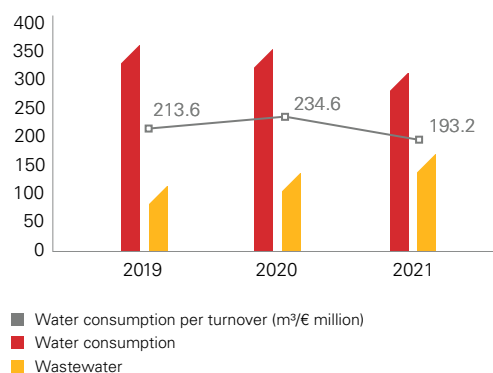
### RESOURCE CONSERVATION

PERI is constantly working to conserve natural resources. In addition to the use of sustainable materials in our products, our rental business also makes a decisive contribution to this. We were one of the first companies in our industry to offer formwork and scaffolding materials for rent, assuming a pioneering role in the market. The material is delivered just-in-time from our rental warehouses to the construction sites and cleaned after completion of the project, repaired if necessary and used for the next project. In production, we do our part to protect resources by reducing our water consumption and avoiding waste.

### Water

The main water consumption at PERI is accounted for by the water treatment of the painting systems, the parts cleaning in metal production, as well as the sanitary facilities and canteens at the respective sites. At the sales facilities, a large part of the water consumption continues to be generated by the cleaning of formwork elements with high-pressure cleaners.

**Water Consumption and Wastewater** (in 1,000 m<sup>3</sup>)



PERI has implemented water conservation and treatment measures at all production sites. In Guenzburg, for example, the pre-treatment basins of the galvanizing plant are professionally treated and disposed of. In Weissenhorn, we have had our own wastewater treatment system since 1991 and have also installed a reverse osmosis system for process water from powder coating. The same applies to our production site in Sakarya (Turkey). This cleans the process water of contamination and allows it to be added to the system again. A water treatment system has also been set up in Dubai (UAE). Here, wastewater from the cleaning process of the formwork elements is returned to the system. The system has reduced water consumption at the site by around 80 to 90 percent. In the future, we will use these systems primarily in regions where water is scarce.

For further information, see chapter **Supply Chain** on page 24



There are also two cooling wells on the Weissenhorn site, which were commissioned in 1994 and 2020. In this way, it is possible to dispense with the use of tap water for cooling buildings. Systems for rainwater infiltration are also installed across the site at all German locations. In this way, surface water is not discharged to the municipal sewage treatment plant, but it is returned directly to nature.

### Waste

The majority of our waste is generated during production and when we dispose of old products at the end of their life cycle on behalf of our customers. Wood and steel waste account for the largest quantities.

#### Waste (in t)

	2019	2020	2021
Wood waste	10,052	8,981	10,154
Steel waste	11,215	15,870	22,262
Aluminum waste	640	992	1,611
Plastic and rubber waste	420	803	1,019
Paper and cardboard waste	1,111	803	666
Residual waste and other waste	7,598	7,540	6,700
<b>Total waste</b>	<b>31,036</b>	<b>34,990</b>	<b>42,412</b>

At PERI, a large proportion of the waste generated is recycled and returned to the material cycle. We lay the foundation for this when designing our products. Even at this early stage, we ensure that at the end of their life, they can be broken down into their basic materials in the simplest possible way. In this way, we help to conserve resources and already achieve a recycling rate of almost 100 percent for the raw materials we use within production, such as steel and aluminum. For our DUO formwork and packaging, we also recycle plastic scraps generated in our production. Finally, wood waste is directly thermally and electrically recycled at the Weissenhorn site in our own combined heat and power plant.

Waste types for which special disposal routes are in place are hazardous waste and are digitally recorded. PERI is constantly striving to replace hazardous waste with less hazardous substances.

### Promoting Biodiversity

At PERI sites worldwide, we have a direct influence on the quality, diversity, and protection of the plant and animal habitats in these places. Therefore, together with the Global Nature Fund, we have developed guidelines and an implementation strategy for increased biodiversity on PERI's properties. In line with this, since 2021, our long-term goal has been to landscape 20,000 m<sup>2</sup> of our company grounds per year to be close to nature in order to promote biodiversity. In the future, the sites are to meet the criteria of the EU project LIFE BooGI-BOP for the biodiversity-oriented design of company premises. The abbreviation stands for the project "Boosting Green Infrastructure through Biodiversity-Oriented Design of Business Premises," which also works to improve the quality of stay and well-being of employees in the context of near-natural design.

The actions identified in our action plan are multifaceted. Immediate measures include using exclusively site-appropriate, native plants and the avoiding of chemical fertilizers and pesticides. The development measures that have been drawn up are of a long-term nature and are primarily applied to new buildings and renovation work. These include, for example, not sealing employee parking spaces, converting outdoor lighting to insect-friendly LEDs, and planning green façades for buildings.

The near-natural landscaping of the areas at our Guenzburg (Germany) site was already completed by the end of 2020. In addition to the benefits for flora and fauna, the green courtyard contributes to the improved quality of life at work for our employees. As further pilot projects, our site in Brentwood (UK) and the canteen in Weissenhorn have been designed to promote biodiversity.

As part of our latest biodiversity project, we have been redesigning the outdoor facilities of our rental warehouse in Weissenhorn to be close to nature since spring 2022. Together with the environmental association Global Nature Fund, we have developed a concept to plant around 20,000 m<sup>2</sup> of green space with a variety of trees such as English oaks, linden trees, and sycamores, as well as numerous small and wild shrubs.





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PERI takes responsibility for the value chain and strives for development towards sustainable cooperation with its suppliers. This includes the selection and evaluation of suppliers according to high environmental and social criteria, the sourcing of more sustainable input materials and products as well as regional purchasing to promote local value creation and reduce the impact on our carbon footprint associated with long transport routes. As a global company, respect for human rights is a fundamental condition for our business activities. We are committed to international guidelines such as the ILO core labor standards or the UN Guiding Principles for Business and Human Rights and demand the same from our suppliers.

For our production, we require aluminum and steel as well as plywood and lumber from national and international suppliers. Other key procurement items are accessories such as forged, cast, and plastic parts. In addition, there are machines and tools, operating materials, packaging materials, and various services. PERI procures the majority of the required materials and products from German-speaking Europe. This is followed, at a considerable distance, by suppliers from Eastern Europe, the rest of Europe, and increasingly from Turkey. A small part of the purchasing is accounted for by suppliers from Asia.

In purchasing, we use sustainability certifications to guide us. For example, all the wood required for our production comes from sustainable forestry, where the forests are replanted with a higher volume after harvesting. The internationally recognized PEFC and FSC seals, which also guarantee compliance with social and other ecological standards, serve as proof of this.

The coronavirus pandemic and political and economic uncertainties are increasingly making transport and logistics a bigger challenge in global purchasing. This is all the more true as flexibility and delivery reliability to customers are top priorities for us. With our high proportion of suppliers from Europe and corresponding sourcing strategies, we have positioned our supply chain in a stable, secure, and reliable manner.

Our goal is to systematically integrate sustainability into our global supplier management by 2023. This means that 80 percent of our suppliers should have an ESG rating by then.

## PROCUREMENT AND PURCHASING ORGANIZATION

We design our purchasing and procurement process in such a way that we enter into long-term business relationships with our suppliers based on partnership and trust. The aim is to consistently obtain the goods and services we require at competitive prices, in optimum quality, and at the required time, taking into account our sustainability requirements.

The organization of purchasing is handled differently according to the respective requirements depending on the division and location. For all offices and subsidiaries, the updating of and compliance with the Group's Group Directive "Purchasing" as well as selected areas within the framework of the Functional Group Directive "Strategic Sourcing" are managed centrally at our Weissenhorn location. Our subsidiaries are steered by the Business Operations Excellence department. Other areas, such as slab business and IT purchasing, operate autonomously. In addition, the procurement of machinery and systems is the responsibility of the respective plants.

The most important strategic raw materials include steel, wood, and aluminum. The increase in purchasing volumes compared to the previous year is due to the catch-up effect in the market after the coronavirus pandemic.

**Material Consumption at PERI<sup>1)</sup>** (in t)

	2019	2020	2021
Steel	51,616	32,293	50,525
Wood	46,589	41,068	46,999
Aluminum	8,152	3,869	6,842
Packaging material	3,034	2,237	2,318
Plastic <sup>2)</sup>	2,540	3,000	4,800
Merchandise	114,065	93,552	144,567
Miscellaneous	3,316	2,452	4,343
<b>Overall material consumption</b>	<b>229,314</b>	<b>178,472</b>	<b>260,394</b>

1) production plants and holding company  
2) rounded figures



Aerial view of Weissenhorn site

## ENSURING SUSTAINABILITY IN THE SUPPLY CHAIN

### Supplier Code of Conduct

PERI expects its suppliers to commit to the values and rules of our company and to ensure responsible conduct. This includes an explicit commitment to our Supplier Code of Conduct as a fixed component of our cooperation. This Code of Conduct covers our requirements for compliance with applicable laws and guidelines, the prohibition of corruption and bribery as well as money laundering and terrorist financing, and respect for employee rights and universal human rights. In addition, our high standards in the areas of environment, health, and safety must be complied with.


All our suppliers must sign the Supplier Code of Conduct. This also applies to the suppliers of our offices and subsidiaries. They also undertake to bind their own suppliers to compliance with the Code of Conduct and to report any possible violations of the regulations and cooperate in their clarification. We consistently pursue and punish violations of the Supplier Code of Conduct. Our approach is to help suppliers help themselves

and to offer them training and education. As the ultimate sanction, we reserve the right to terminate the cooperation.

### Supplier Self-Disclosure

We require self-disclosure from our suppliers before entering into a business relationship. In addition to general information about the company, it inquires about the persons responsible for management and quality assurance. Further information required relates to the quality systems of our suppliers. This includes the various ISO certifications as well as PEFC/FSC certification for wood suppliers or other product-specific certifications such as a CE mark and marks of conformity.

For the first time, the supplier self-disclosure must be completed by potential new suppliers before the start of a business relationship. Thereafter, suppliers registered in our system will receive the supplier self-disclosure data sheet once a year to update their information. For suppliers who wish to participate in an invitation to tender from us, the completed supplier self-disclosure is a prerequisite for participation.

 For further information, see chapter **Environment** on page 18



**Audits**

PERI checks the compliance and implementation of the agreements signed by the suppliers within the scope of audits. In addition to the Supplier Code of Conduct, environmental and occupational health and safety aspects are also part of these audits. Detailed information is required on quality management, compliance with legal regulations such as the REACH regulation, and the product groups processed by the supplier. Additionally, there are questions about targets for improvements in environmental protection, energy efficiency, and staff training related to environmentally relevant topics. Handling external environmental requirements and their recording as well as the compliance with ethical guidelines at the supplier and its sub-suppliers are also queried. PERI reserves the right to request evidence of these aspects. Non-compliance with the agreed requirements can be considered as an exclusion criterion for the continuation of the business relationship. In any case, however, we demand that the supplier rectify the situation within a reasonable period of time.

The regular audits are carried out by our Quality Assurance departments at headquarters and the production plants, as well as by external service providers for global/central suppliers. In total, we audited 18 suppliers in 2021. 14 of the audits were carried out by our internal experts, four by external auditors.

**Risk-Based Supplier Assessment**

With the introduction of the EcoVadis IQ digital assessment tool, we analyze and illustrate the ethical, social, and environmental risk profiles along our supply chain. Alongside our audits, it is the basis for the transparent and efficient assessment of our suppliers from the viewpoint of sustainability. We first use the tool to assess the potential social and environmental risk posed by a supplier. If a supplier is then deemed to pose a risk, the analysis will be followed in the future by a regular EcoVadis desktop audit. We will conduct an update of the supplier assessment based on EcoVadis IQ annually in the future. As a matter of principle, new suppliers are screened for their sustainability risk via EcoVadis IQ and must present or carry out a sustainability assessment in the event of risk liability.

We also use the internationally recognized EcoVadis rating as evidence for sustainably acting suppliers and sub-suppliers. This provides PERI with an overview of possible environmental, social, and human rights-related risks within the supply chain and enables us to reduce these in a targeted manner. In order to continue the cooperation, participation in the assessment, with the corresponding risk liability, is obligatory. In the future, the results will be incorporated into our internal supplier assessment and selection process. From 2022 onwards, we will also strive for our own evaluation of the PERI Group by EcoVadis in order to transparently present our sustainability performance to our customers.

**18**  
 suppliers were audited in 2021

Arrival of PERI products just-in-time on the construction site







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Our approximately 9,100 employees worldwide are our most valuable resource. Their competence, motivation, loyalty, and dedication enable us to be successful on the market in the long term and to grow steadily. Our corporate culture focuses on people and the equal development and fulfillment of their potential. We attach great importance to the professional development of our employees and support them with numerous initiatives and programs – from cooperation with schools and universities to special talent and personnel development programs. We also create an appreciative, attractive, safe, and health-promoting working environment.

### **HUMAN RESOURCE MANAGEMENT**

Systematic Human Resource Management (HR) is the basis for us to increase our employees' identification with PERI as an attractive employer and, in addition, to address and attract the best workers and talents on the market. The Group HR department is responsible for the overall personnel management in the PERI Group and reports directly to the CEO of PERI SE. It assumes central control tasks and develops concepts for our HR strategy and work. The implementation of our HR strategy is carried out by the HR managers in the respective subsidiaries and national companies, who are supported by a set of guidelines, procedural instructions, and company agreements.

### **PERI – AN ATTRACTIVE EMPLOYER**

The world of work is changing. In concrete terms, this means that work today is more networked, faster, and more complex. Topics such as digital transformation, work-life balance, and Industry 4.0 are omnipresent at PERI. Despite rapidly advancing digitalization, flexible working time models, and working from home, our production plants, rental warehouses, and offices remain an essential part of our workforce's professional lives. We offer our employees an attractive and modern working environment, creating the conditions for facing changing tasks with enthusiasm and commitment, finding new solutions, and implementing them successfully.

In our eyes, a successful and fulfilling professional life means that each and every employee has the opportunity to develop according to their own abilities, knowledge, and interests. Individual advancement is also important to us here because

we believe that every person grows and changes with their tasks. That is why we also offer development opportunities alongside our clearly defined career paths for specialists and managers.

### **Apprenticeship/Dual Studies/Recruiting**

PERI considers excellently trained specialists and skilled workers to be a crucial success factor and has always consistently relied on its own up-and-coming talent. Therefore, we offer a wide range of commercial and industrial-technical apprenticeships. In our training concept, we pursue an action-oriented approach and place great importance on a high degree of practical relevance. For this reason, in addition to the conventional, basic technical know-how, our curriculum also includes the topics of automation, sensor technology, big data, and networked production. In this context, the new training center at our headquarters in Weissenhorn, which was opened in 2019, sets standards with its modern, networked, and digitalized machinery and opens up every possibility for "Apprenticeship 4.0" for our apprentices. In our Cyber Physical Lab, apprentices benefit from training at the manufacturing cell without interfering with ongoing production. And in our training room for control and electrical engineering, simulation units for servomotors and electric motors are available. In the year under review, the PERI Group employed a total of 89 apprentices.

PERI also promotes practical training within the framework of dual studies. We currently have ten dual study programs on offer. Together with the Baden-Wuerttemberg Cooperative State University and the Ulm University of





# 95%

**takeover rate for  
our apprentices  
in 2021**

Applied Sciences, we offer study places in digital business management, mechanical engineering, civil engineering, and digital production, among others. In the reporting year, 48 people studied dual at PERI. Eight of the eleven (72 percent) graduates in the reporting year were taken on as employees after their studies. For our apprentices, the takeover rate was over 95 percent in 2021.

In 2021, PERI achieved top marks for the fifth time in the study on the vocational training situation in Germany conducted by the business magazine "Capital" and the talent platform "Ausbildung.de." This means that we are once again one of the best trainers in Germany in the area of both vocational training and dual studies.

An essential part of our strategy is to find potential talent and to inspire them to join us at PERI. For this purpose, we participate in numerous events at schools, forums, education fairs, and universities throughout the year. In 2021, these largely took place online due to the coronavirus

pandemic. We also maintain long-term partnerships and collaborations with various universities and schools. For example, we are a member of the proTHU alumni and supporters' association of the TH Ulm and the partner association of the University of Mannheim. In addition – together with two other companies from the region – we participate in the "construction logistics" endowed professorship at the Biberach University of Applied Sciences. Since 2017, we have also been supporting a research assistant position at the University of Stuttgart.

### **Lifelong Learning/Talent Program**

PERI sees the operational learning and competence development of its employees as a decisive and long-term value-creating factor. Therefore, we attach great importance to offering the widest possible range of measures for further training and talent development with which we prepare our workforce for the challenges of today and tomorrow.

### Lifelong Learning

With our global onboarding, qualification, and training program, we have created a framework in recent years in which lifelong learning is part of everyday working life for our employees. In doing so, it was PERI's goal, together with our subsidiaries, to create a worldwide cooperation and standardization in the area of further training that focuses on employees themselves and their individual needs. The global programs follow a function-specific approach. In addition, open training catalogs offer a comprehensive range of courses that are freely accessible to all employees on an individual basis. For example, a sales engineer automatically receives further training offers based on their job profile that cover all of the required competence areas (product knowledge, basic technical knowledge, PERI-specific sales competencies, etc.).

Since 2018, the PERI Academy has been the central point of contact for onboarding, training, and learning at PERI worldwide. Through this, we ensure global, scalable availability of training and





**PERI Academy – Use Cases**



**01**

**TRAINING COURSES**

Training courses that are obligatory for all employees



**02**

**GUIDED LEARNING/ LEARNING CHANNELS**

For PERI-specific topics or target groups, internal and external content will be prepared and specifically made available



**03**

**SELF-DIRECTED LEARNING**

Providing our employees with a more diverse range of learning opportunities, independent of time and place, in addition to the already established training programs

**Examples**

Compliance training, IT security training, or PERI-specific content for defined groups of employees, e.g., basic engineering qualification

**Example**

Learning channels for Leadership, Sales, IT, Finance

**Example**

Employees should have the opportunity to select learning content that is beneficial for their career path

define and standardize global training processes. Our culture of lifelong learning is based on three pillars in which our employees can find themselves:

- **Mandatory training** is obligatory for all employees and covers classic training on topics such as compliance, occupational safety, and IT security, or training for specific employee groups, for example, qualifications in line with our Group guidelines for Application Engineers.
- **Learning paths** are tailored to specific employee groups, including, for example, managers, employees in order processing, or sales. We offer them topic-specific courses.
- We promote **self-directed learning** through the global provision of various learning opportunities, independent of location and time, such as external offerings from LinkedIn Learning or getAbstract, as well as PERI-specific topics from our PERI Academy Studio. Here, employees can choose for themselves which learning content is beneficial for their professional career.

In our PERI Academy, we rely on internal and external offerings that we are constantly expanding. The portfolio includes both face-to-face events as well as various online formats such as video tutorials, webcasts, webinars, e-learning sessions, and virtual seminars. Our employees already have access to over 200 e-learning units alone and well over 400 hours of virtual seminars each year. In 2019, we set up our own video studio for our internal online offerings, where we produce film and audio recordings for our tutorials and e-learning lessons and broadcast our virtual seminars. The learning offerings have been well received by our employees, as reflected by the well over 1,000 clicks per month on our training catalog. During the coronavirus pandemic in particular, the PERI Academy Studio allowed us to continue to maintain and expand our extensive training offering as well as reach all of our employees across the world. One-third of our employees worldwide participated in training and qualification courses during the reporting year. A total of 26,000 training days were held. In 2019, the number of training days was 96,100. In addition



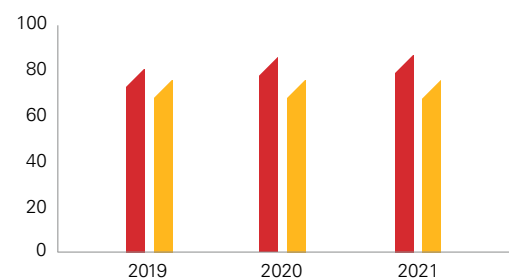
Learning at PERI

to the coronavirus pandemic, one of the reasons for the decline is that the focus is increasingly on short, digital learning units that can be integrated into everyday working life, rather than on classroom seminars lasting several days. The online format provides many advantages: independence of time and location, integration into everyday working life, equal opportunities, since all employees have access regardless of time and cost budgets, and environmental friendliness, since employees do not have to travel when using the online format.

#### Talent Program

With our international talent program, we want to support our employees and enable them to take on key positions in the PERI Group in the short to medium term. Within the framework of systematic personnel development conferences, we identify our internal high-potential employees ("talents"), discuss their career opportunities, and jointly determine the next steps within the framework of individual development plans. As part of the talent program, around 80 international high-potential employees are supported in each generation through targeted measures such as training, coaching, mentoring, and project work. The program also serves to promote international networking and the exchange of talent with top management. Through this, we retain qualified employees and increase our attractiveness as an employer.

#### Talent Development and Appointment of Key Positions (in %)



- Further development of talents in key positions (Key positions are, for example, management positions or positions for technical experts)
- Appointment rate for key positions in top management by internal high-potential employees

At PERI, important key positions are primarily filled by internal employees. For this purpose, we identify talents within the company and continuously support them within the framework of our talent program as well as through individual development opportunities. Over the last three years, we have been able to steadily increase our promotion rate (see figure above).

Our global talent program provides for two different career paths. The "yellow program" is aimed at employees who aspire to a position in lower or middle management or in an expert position. The "red program" is aimed at employees who want to move from the lower or middle-level management position they have already achieved to a top-level position.

**International Talent Program**



Regular staff development and feedback meetings for all employees are part of PERI's corporate culture. They promote job satisfaction, help to reflect on the target progress of one's own further development, and serve as a transparent benchmark for performance appraisals. We use the feedback discussions to help guide and jointly shape our employees' development.

**Work-Life Balance**

PERI enables its employees to balance their work and private life. As part of a healthy work-life balance, we offer many of our employees flexible working hours and the option of mobile working. In this way, they can better adapt their work to their daily routine – such as childcare or caring for relatives.

In our corporate culture, we focus on trust and personal responsibility and allow our employees, wherever possible and sensible, flexibility in their daily work routine. The most popular alternative to the office is working from home. We also offer the classic part-time working model supplemented

by the option of part-time working in combination with educational leave. This gives employees, for example, who would like to complete an honorary position in addition to their work, the freedom they need.

At PERI Germany, 280 employees used one of the part-time models we offer in 2021. This corresponds to a proportion of around 11 percent of our employees in Germany.

**Diversity**

At PERI, we promote diversity and equal treatment regardless of ethnic or social origin, gender, skin color, religion, sexual orientation, disability, or age of our employees. A diverse and inclusive workforce represents a great opportunity for us, as we are convinced that diverse teams achieve better and more innovative work results. The different perspectives our employees bring to their work every day are therefore particularly important to finding the best solutions for our customers and retaining our status as an innovation leader.

**280**  
employees used one of the part-time models

For further information, see chapter **Strategy and Management** on page 6




**Employee Structure**

	2021
<b>Number of employees</b>	<b>9,104</b>
<b>Number of employees by gender</b>	
Women	1,830
Men	7,265
Non-binary employees	9
<b>Number of employees by age</b>	
< 30 years old <sup>1)</sup>	1,434
30 to 50 years old <sup>1)</sup>	5,717
> 50 years old <sup>1)</sup>	1,955
<b>Number of employees by location</b>	
Weissenhorn main site, productions sites, subsidiaries (except sales facilities)	2,195
Market Unit Asia-Pacific	729
Market Unit Central & Northern Europe	1,943
Market Unit Eastern Europe	1,829
Market Unit Latin America	671
Market Unit Middle East & Africa	634
Market Unit North America	679
Market Unit Southern & Western Europe	424
<b>Fluctuation rate<sup>2)</sup></b>	<b>5.3%</b>

1) No data was available for the subsidiaries in Russia, Belarus, USA, Australia, Israel, Kazakhstan, Vietnam, and Indonesia; the Group average was applied there.

2) PERI companies in Germany

In the reporting year 2021, we launched a global mentoring pilot program for female junior managers. The concept was developed by our Group headquarters together with other international offices. As part of our “Diversity & Inclusion” initiative, we support in particular the recruitment, retention, and advancement of women. The initiative is based on four categories (goal setting and transparency; recruiting; development and retention; awareness and employee engagement) and includes various targets and measures. For example, we have set targets to increase the proportion of applications from women to selected advertised vacancies by 20 percent in the first stage, to increase the proportion of women in our talent program from 20 to 25 percent, and to achieve a proportion of women in the workforce of at least 30 percent by 2030. Measures among these targets range from the introduction of diversity reporting to more diverse composition of selection committees for management positions.

 For further information, see chapter **Supply Chain** on page 24

**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT**

We want to steadily drive the anchoring of sustainable health and safety awareness in our corporate culture. For this reason, safe working conditions and the physical integrity of employees have the highest priority for PERI. Here, we take into account the health concerns of those who primarily perform physically demanding activities, as well as those who primarily work in the office.

**Occupational Safety**

Our goal is to create a working environment for our employees in which the highest standard of occupational safety is guaranteed. The Group central function “HSEQ & Sustainability” is responsible for controlling in this area and reports directly to the Board Member responsible for Production & Supply Chain. In 2020, uniform occupational safety indicators were defined for the PERI Group to further centralize the topic and a monthly recording and evaluation using a digital tool was introduced. Additional persons responsible for occupational health and safety have been appointed at each individual site to support the team at headquarters in the local implementation of training and measures.

The basis for ensuring occupational safety at PERI is the Group Directive “Occupational Health & Safety Management.” It defines our requirements for labor protection and is binding for the entire Group. This guideline is based on the ISO 45001 international standard and is intended to support us in constantly improving our occupational health and safety management and continuously reducing the number of occupational accidents.

In 2021, the number of occupational accidents resulting in more than one day’s absence from work Group-wide was 265 (see table on p. 35). This resulted in a rate for occupational accidents resulting in more than one day’s absence from work per million hours worked (LTI frequency rate) of 15.4. In the case of accidents resulting in less than one day’s absence from work, we recorded a total of 169 cases. Here, the rate per million hours worked was 9.8. The average number of days lost per occupational accident (LTI severity rate) was 11.0.

**Data on Occupational Accidents**

	2019	2020	2021
Lost time injuries (LTI) <sup>1)</sup>	151	294	265
LTI frequency rate <sup>2)</sup>	15.9	12.3	15.4
LTI severity rate <sup>3)</sup>	13.0	9.0	11.0
Minor injuries <sup>4)</sup>	118	183	169
Minor injury frequency rate <sup>5)</sup>	12.5	7.6	9.8

1) Number of accidents with at least one day lost  
 2) Number of accidents with at least one day lost per 1 million hours worked  
 3) Average days' absence per accident  
 4) Number of accidents and first-aid treatments that have no influence on the performance of (work) activity  
 5) Number of accidents and first-aid treatments that have no influence on the performance of the (work) activity per 1 million hours worked

In order to further improve occupational safety in the PERI Group, we employ a three-tiered approach:

1. Responsibilities and processes for ensuring employee health and safety are standardized across the Group.
2. Employees in management roles act as role models and all employees receive safety training as well as training on how to deal with job-specific hazards.
3. PERI's employees are actively involved in improving overall health and safety, and all occupational accidents and near misses are reported and investigated.

To achieve these targets, PERI provides digital learning content on occupational safety for all employees as part of our global training concept. Start for specific target groups was in March 2022. Furthermore, a digital software solution for reporting occupational accidents in the company was integrated in April 2022. However, within the PERI Group, regular instruction and training on the topic of occupational safety was already held before this by internal specialists and external service providers. The training courses range from monthly department-specific instructions to annual safety briefings that are documented in writing.

**HEALTH MANAGEMENT**

With our health management, we want to maintain the health and motivation of our employees, increase well-being and appreciation, and raise the level of knowledge and performance. Therefore, PERI pursues the goal of raising health awareness and promoting it through concrete measures within the framework of corporate health management and a health-promoting PERI (management) culture.



At the vast majority of PERI sites worldwide, there are local and regional sports and health offers for employees. We focus on four key topics here: stress management, ergonomics, sleep health, and nutrition. In 2022, as part of these topics, we want to offer our employees various digital offerings such as webinars while also implementing needs-based measures on site. Among other things, resilience and mindfulness seminars or further training offers on healthy workplace configuration are planned.

Since October 2021, the "qualitrain" sports offer has been available to all employees at the German sites as an employee offer subsidized by PERI. Our employees have the opportunity to get active in over 5,000 sports and health facilities as part of their membership. In addition, numerous digital offers are available to them for at-home fitness programs.



“TwistBlock Moulds” formwork system

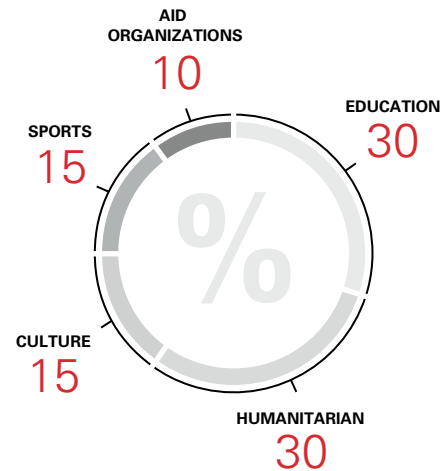
### CORPORATE CITIZENSHIP

Taking social responsibility is an important part of PERI's corporate identity. As a good corporate citizen, we want to make a contribution to social, cultural, and ecological coexistence, especially in the countries and at the sites where we are active ourselves. Donations and sponsoring represent one part of this commitment. We support institutions and projects that are not only in our own interest but also in the interest of society. For this reason, we have set ourselves the goal, among others, of supporting the construction of one school per year. We are implementing this project with the participation of the non-profit start-up “Start Somewhere”, which works to improve living conditions in slums around the world.

The criteria for deciding which projects and facilities to support are set out in our Group Directive on donations and sponsorship. This includes criteria for selecting donation recipients and partners as well as general rules and conditions on the subject of donations and sponsorship at our company. Among other things, we have also defined our key areas for funding here: education,

**1** school  
per year

Donation Volume (in %)



humanitarian, culture, sports, and aid organizations. The funding volume for the entire Group is determined by Group management as part of the management planning for the respective subsequent year.

At the end of 2021, we received the German Innovation Award in the “Building & Elements” category for one of our funding projects. Since 2017, we have been working with the non-profit start-up “Start Somewhere” on a product for the simplest construction methods, specifically designed for use in slums. The result of this collaboration is a cost-effective and flexible construction system for houses, to which PERI contributed the “TwistBlock Moulds” formwork system. With this innovative system, hollow concrete blocks can be produced by hand with the simplest means. The shape of the blocks allows house walls to be constructed using a simple plug-in system. At the same time, there is also a socio-economic advantage to building with Twist-Block Moulds. The hollow concrete blocks can be produced by the people living in the slums themselves in small local manufactories. This creates



jobs and a construction industry directly on site. The value added therefore remains entirely with the people living in the slum. "Start Somewhere" and PERI's first successfully completed construction project was realized in the Kibera slum in Nairobi (Kenya). Here, a school, the "Oloo's Children Centre," was built using the new technology.

A project explicitly aimed at our employees and their families is the PERI Hardship Fund. The fund's resources are used to support employees

of the PERI Group who, in special cases, have found themselves in economic hardship through no fault of their own. All persons employed by PERI worldwide have the option to apply for support. The application is then reviewed by a committee. This consists of a member of the PERI owner family, the heads of the CSR and Group HR departments, and, especially for applications from Germany, a delegated person from the Group Works Council.

Oloo's Children Centre in Nairobi (Kenya)



# ABOUT THIS REPORT

This report is the PERI Group's first sustainability report. In preparing this report, we followed the standards of the internationally recognized Global Reporting Initiative in the latest version (2021). This applies to the descriptions of the management approaches as well as the general and specific information provided. We also observed general reporting principles: accuracy, balance, comprehensibility, comparability, reliability, and timeliness.

The reporting period corresponds to the fiscal year from January 1, 2021, to December 31, 2021. The information generally relates to the entire PERI Group with its business areas. If information and illustrations within the individual chapters refer to different units, this is indicated accordingly.

The editorial deadline for this report was July 21, 2022. This report will be updated every two years.

## Allocation of Material Topics to GRI Standards

Material Topic	GRI Standard/Management Approach
Controlling	415 Public Policy 2016
Compliance	205 Anti-corruption 2016 406 Non-discrimination 2016 408 Child Labor 2016 409 Forced or Compulsory Labor 2016 412 Human Rights Assessment 2016
<b>PRODUCTS</b>	
Circular Economy	Management approach, p. 15
Sustainable Construction	416 Customer Health and Safety 2016
<b>ENVIRONMENT</b>	
Climate Neutrality	302 Energy 2016
CO <sub>2</sub> Emissions	305 Emissions 2016
Biodiversity	304 Biodiversity 2016
<b>SUPPLY CHAIN</b>	
Green Logistics	Management approach, p. 26
Sustainable Supply Chain	301 Materials 2016 308 Supplier Environmental Assessment 2016 414 Supplier Social Assessment 2016
<b>PEOPLE</b>	
Attractive Employer	401 Employment 2016 403 Occupational Health and Safety 2018 404 Training and Education 2016 406 Non-discrimination 2016
Diversity	405 Diversity and Equal Opportunity 2016
Corporate Volunteering	Management approach, p. 29
Social Commitment	203 Indirect Economic Impacts 2016



# GRI CONTENT INDEX

Disclosures	Page	Comment
<b>GRI 1: FOUNDATION 2021</b>		
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>The Organization and Its Reporting Practices</b>		
GRI 2-1	Organizational details	PERI SE Rudolf-Diesel-Straße 19 89264 Weissenhorn Germany  PERI SE locations: <a href="http://www.peri.com/en/company/locations.html">www.peri.com/en/company/locations.html</a>
GRI 2-2	Entities included in the organization's sustainability reporting	Unless otherwise indicated, sustainability reporting includes Group companies that are also included in the annual financial statement. <a href="http://www.peri.com/en/company/locations.html">www.peri.com/en/company/locations.html</a>
GRI 2-3	Reporting period, frequency, and contact point	The reporting period is January 2021 to December 2021. This report is due to be published in July 2022. The next report is planned for 2024.  Contact in case of questions about the report: Andreas Mayer, Head of Group HSEQ & Sustainability, <a href="mailto:andreas.mayer2@peri.de">andreas.mayer2@peri.de</a>
GRI 2-4	Restatements of information	Not relevant, as this is the first report
GRI 2-5	External assurance	Not relevant, as this is the first report
<b>Activities and Workers</b>		
GRI 2-6	Activities, value chain, and other business relationships	p. 6–7 <a href="http://www.peri.com/en/business-segments.html">www.peri.com/en/business-segments.html</a>
GRI 2-7	Employees	p. 34
<b>Governance</b>		
GRI 2-9	Governance structure and composition	<a href="http://www.peri.com/en/company/profile.html">www.peri.com/en/company/profile.html</a>
GRI 2-11	Chair of the highest governance body	Chairman of the Administrative Board: Prof. Rainer Kögel
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	p. 5, 12 In PERI SE, an Administrative Board assumes the management and supervisory function. Among other things, the Administrative Board is also responsible for the strategic orientation of the company.
GRI 2-13	Delegation of responsibility for managing impacts	p. 12
<b>Strategy, Policies, and Practices</b>		
GRI 2-22	Statement on sustainable development strategy	p. 5
GRI 2-23	Policy commitments	p. 12–13 Code of Conduct: <a href="http://www.peri.com/en/company/code-of-conduct.html">www.peri.com/en/company/code-of-conduct.html</a>  Supplier Code of Conduct: <a href="http://www.peri.com/de/brochures/jcr:b6e7f34e-9e08-4ab2-ba0a-c3e91d5fa906/Code-of-Conduct-fuer-Lieferanten-Deutsch-Englisch-Stand-16-12-2019.pdf">www.peri.com/de/brochures/jcr:b6e7f34e-9e08-4ab2-ba0a-c3e91d5fa906/Code-of-Conduct-fuer-Lieferanten-Deutsch-Englisch-Stand-16-12-2019.pdf</a>
GRI 2-24	Embedding policy commitments	p. 12–13



Disclosures		Page	Comment
GRI 2-26	Mechanisms for seeking advice and raising concerns	p. 12	
GRI 2-27	Compliance with laws and regulations	p. 12–13	There was one environment-related incident in 2021. In Sweden, excessive levels of zinc and copper were detected in a wastewater sample at a warehouse in Skogås. We are working on a solution. At one of our sites, there was a complaint from the adjacent neighborhood regarding noise pollution. The problem has been rectified.
GRI 2-28	Membership associations	p. 30	<a href="http://www.peri.com/en/company/profile.html">www.peri.com/en/company/profile.html</a>
<b>Stakeholder Engagement</b>			
GRI 2-29	Approach to stakeholder engagement	p. 13	
GRI 2-30	Collective bargaining agreements		At the German sites, two-thirds of the employees are covered by collective bargaining agreements.
<b>GRI 3: DISCLOSURES ON MATERIAL TOPICS 2021</b>			
GRI 3-1	Process to determine material topics	p. 7	
GRI 3-2	List of material topics	p. 8–9	
<b>Material Topics</b>			
<b>GRI 201 Economic Performance 2016</b>			
GRI 3-3	Management approach		Group Management Report
GRI 201-1	Direct economic value generated and distributed		<a href="http://www.peri.com/en/company/profile.html">www.peri.com/en/company/profile.html</a>
GRI 201-4	Financial assistance received from government		In the reporting year, PERI received project support of 20,000 euros for the “TwistBlock Moulds” project (see page 36–37).
<b>GRI 203 Indirect Economic Impacts 2016</b>			
GRI 3-3	Management approach	p. 36–37	
GRI 203-1	Infrastructure investments and services supported	p. 36–37	
<b>GRI 205 Anti-corruption 2016</b>			
GRI 3-3	Management approach	p. 12–13	
GRI 205-2	Communication and training about anti-corruption policies and procedures		In the reporting year, 7,000 (76.9%) employees took part in compliance training.
<b>GRI 301 Materials 2016</b>			
GRI 3-3	Management approach	p. 15, 25	
GRI 301-1	Materials used by weight or volume	p. 25	
<b>GRI 302 Energy 2016</b>			
GRI 3-3	Management approach	p. 19	
GRI 302-1	Energy consumption within the organization	p. 21	
<b>GRI 303 Water 2018</b>			
GRI 3-3	Management approach	p. 22	
GRI 303-1	Interactions with water as a shared resource	p. 22	
GRI 303-4	Water discharge	p. 22–23	Wastewater treatment systems were installed at the sites of 20 subsidiaries. Mainly used are: filtration, sedimentation, and oil-water separation plants.
GRI 303-5	Water consumption	p. 22–23	
<b>GRI 304 Biodiversity 2016</b>			
GRI 3-3	Management approach	p. 23	
GRI 304-3	Habitats protected or restored	p. 23	
<b>GRI 305 Emissions 2016</b>			
GRI 3-3	Management approach	p. 19–20	
GRI 305-1	Direct (Scope 1) GHG emissions	p. 20	

Disclosures		Page	Comment
GRI 305-2	Energy indirect (Scope 2) GHG emissions	p. 20	
GRI 305-3	Other indirect (Scope 3) GHG emissions	p. 20	
GRI 305-4	GHG emissions intensity	p. 20	
GRI 305-5	Reduction of GHG emissions	p. 20	
<b>GRI 306</b>	<b>Waste 2020</b>		
GRI 3-3	Management approach	p. 23	
GRI 306-2	Management of significant waste-related impacts	p. 23	
GRI 306-3	Waste generated	p. 23	
<b>GRI 308</b>	<b>Supplier Environmental Assessment 2016</b>		
GRI 3-3	Management approach	p. 25	
GRI 308-1	New suppliers that were screened using environmental criteria	p. 26–27	100% of the suppliers of the main site and the production network were assessed for social and environmental impacts through a risk analysis based on country ratings. 97.9% of the suppliers managed by the Central Purchasing department have also signed the Supplier Code of Conduct.
<b>GRI 401</b>	<b>Employment 2016</b>		
GRI 3-3	Management approach	p. 29	
GRI 401-1	New employee hires and employee turnover	p. 34	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 29, 33	
<b>GRI 403</b>	<b>Occupational Health and Safety 2018</b>		
GRI 3-3	Management approach	p. 34–35	
GRI 403-1	Occupational health and safety management system	p. 34	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	p. 35	
GRI 403-5	Worker training on occupational health and safety	p. 35	
GRI 403-6	Promotion of worker health	p. 35	
GRI 403-9	Work-related injuries	p. 35	
<b>GRI 404</b>	<b>Training and Education 2016</b>		
GRI 3-3	Management approach	p. 29–31	
GRI 404-1	Average hours of training per year per employee	p. 31–32	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	p. 30–33	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		Performance appraisal systems are established at all PERI sites. Key figures can currently only be provided for the German sites (except for the Guenzburg plant). Here, the implementation rate in the reporting year was 90%. Worldwide collection of key figures is planned from next year.
<b>GRI 405</b>	<b>Diversity and Equal opportunity 2016</b>		
GRI 3-3	Management approach	p. 33–34	
GRI 405-1	Diversity of governance bodies and employees	p. 34	<a href="http://www.peri.com/en/company/profile.html">www.peri.com/en/company/profile.html</a>
<b>GRI 406</b>	<b>Non-discrimination 2016</b>		
GRI 3-3	Management approach	p. 12–13	<a href="http://www.peri.com/en/company/code-of-conduct.html">www.peri.com/en/company/code-of-conduct.html</a>
GRI 406-1	Incidents of discrimination and corrective actions taken		We have not received any reports or other indications of discrimination incidents for the 2021 fiscal year.
<b>GRI 408</b>	<b>Child Labor 2016</b>		
GRI 3-3	Management approach	p. 12–13, 26–27	<a href="http://www.peri.com/en/company/code-of-conduct.html">www.peri.com/en/company/code-of-conduct.html</a>
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		As part of our Code of Conduct and our Supplier Code of Conduct, we demand compliance with human rights. Among other things, this prohibits the use of child, forced, or compulsory labor.

Disclosures	Page	Comment
<b>GRI 409 Forced or Compulsory Labor 2016</b>		
GRI 3-3 Management approach	p. 12–13, 26–27	<a href="http://www.peri.com/en/company/code-of-conduct.html">www.peri.com/en/company/code-of-conduct.html</a>
GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		As part of our Code of Conduct and our Supplier Code of Conduct, we demand compliance with human rights. Among other things, this prohibits the use of child, forced, or compulsory labor.
<b>GRI 412 Human Rights Assessment 2016</b>		
GRI 3-3 Management approach	p. 26–27	Code of Conduct: <a href="http://www.peri.com/en/company/code-of-conduct.html">www.peri.com/en/company/code-of-conduct.html</a>
		Supplier Code of Conduct: <a href="http://www.peri.com/en/brochures/jcr:41c47205-25c7-4cd3-9409-37ca5ac3df3a/Code-of-Conduct-for-Suppliers-German-Englisch-status-12-16-2019.pdf">www.peri.com/en/brochures/jcr:41c47205-25c7-4cd3-9409-37ca5ac3df3a/Code-of-Conduct-for-Suppliers-German-Englisch-status-12-16-2019.pdf</a>
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments		In 2021, five operating sites were audited internally.
<b>GRI 414 Supplier Social Assessment 2016</b>		
GRI 3-3 Management approach	p. 26–27	
GRI 414-1 New suppliers that were screened using social criteria		100% of the suppliers of the main site and the production network were assessed for social and environmental impacts through a risk analysis based on country ratings. 97.9% of the suppliers managed by the Central Purchasing department have also signed the Supplier Code of Conduct.
<b>GRI 415 Public Policy 2016</b>		
GRI 3-3 Management approach		PERI does not give financial support to parties and political groups.
GRI 415-1 Political contributions		PERI does not give financial support to parties and political groups.
<b>GRI 416 Customer Health and Safety 2016</b>		
GRI 3-3 Management approach	p. 15, 17	
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		We have no reports or other indications of violations related to the health and safety impacts of our products and services for the 2021 fiscal year.
<b>GRI 417 Marketing and Labeling 2016</b>		
GRI 3-3 Management approach		
GRI 417-3 Incidents of non-compliance concerning marketing communications		We have not received any reports or other indications regarding violations of marketing and communication regulations for the 2021 fiscal year.



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Kirchhoff Consult AG, Hamburg, Germany

### Paper

Recyclingpapier Circle Offset Premium white

### Printing

BEISNER DRUCK GmbH & Co. KG, Buchholz i. d. Nordheide, Germany

### Photography

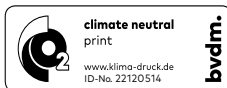
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This report is also available in German.

The German and English versions can be found online under:

[www.peri.com/en/company/sustainability.html](http://www.peri.com/en/company/sustainability.html)

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